

ACVETEO - ADVISORY COMMITTEE ON VETERANS' EMPLOYMENT,  
TRAINING AND EMPLOYER OUTREACH

U.S. DEPARTMENT OF LABOR  
July 31, 2018

SUMMARY MINUTES

THE ADVISORY COMMITTEE ON  
VETERANS' EMPLOYMENT, TRAINING, AND  
EMPLOYER OUTREACH (ACVETEO)

U.S. Department of Labor  
Frances Perkins Building  
200 Constitution Avenue, N.W.  
Room N-3437  
Washington, D.C. 20210

PARTICIPANTS:

CHAIRMAN ERIC EVERSOLE, ACVETEO

MR. GREGORY GREEN, Assistant DFO

MR. GREG ALLEYNE, Department of Veteran Affairs

MS. LOIS BETHARDS, American Indian Center of Arkansas

MS. CHRIS BUTTEN, DOL ODEP

MS. NICHOLE COLEMAN, ACVETEO

MR. ARIEL DeJESUS, ACVETEO

MS. ADELE GAGLIARDI, DOL

MR. RYAN GALLUCCI, VFW

MS. AMY GARCIA, ACVETEO

MR. J. MICHAEL HAYNIE, Institute for Veterans and Military  
Families, Syracuse University

MR. GREGORY GREEN, Office of Strategic Outreach, Department of  
Labor VETS

MR. TONY LOWE, VFW

MS. MELINDA MANYX, ACVETEO

MR. MATTHEW MILLER, Deputy Assistant Secretary VETS

MR. SAM SHELLENBERGER, Deputy Assistant Secretary VETS

MR. MIKE SLATER, DOL

MS. TRACY ST. BENOIT, ACVETEO

MR. MICHAEL STODDARD, ACVETEO

MR. JUSTIN STORCH, ACVETEO

MS. MARK TOAL, DOL VETS

MR. TIM WINTER, DOL VETS

MS. LISA ROSSER, CEO, Value of a Veteran

## WELCOME AND REMARKS

**Mr. Matthew Miller**, Deputy Assistant Secretary VETS, welcomed the attendees present and presented the new chairman, **Chairman Eric Eversole**, ACVETEO. He also thanked the previous chairman, **Mr. Ryan Gallucci**, VFW, for his service to ACVETEO and the Committee.

## ADMINISTRATIVE BUSINESS

**Mr. Gregory Green**, Assistant DFO, reminded the Committee members that they could find nomination packages at their seats to nominate others to apply for ACVETEO. The nomination packages are due by close of business on September 28, 2018, and memberships are good from February 1, 2019 to January 31, 2022. **Mr. Green** also held a vote to confirm the minutes from the last meeting, which passed unanimously. **Chair Eversole** gave a small acceptance speech and also thanked **Mr. Gallucci** for his service to the Committee as the previous chairman.

## TRANSITION AND TRAINING SUBCOMMITTEE BRIEFING

**Ms. Nichole Coleman**, ACVETEO, presented the Transition and Training Subcommittee's proposed recommendations for 2018.

The first recommendation is that the Department of Labor should develop a resource or provide information that highlights and/or ranks career and occupational fields based on earning potential that's structured towards veterans in order to address the underemployment of veterans and improve their retention as they're transitioning into their civilian life.

The second recommendation is to create a community of interest area for military and veteran spouses where they can receive information that highlight companies that are dedicated to assisting this vulnerable population while they move from one area to another as well as offering services such as licensing and credentialing.

The third recommendation is to develop a resource that highlights state-specific employment and training incentives for veterans and their spouses.

The fourth recommendation is to develop the systemic capability to track and report on warm handovers of transitioning service members from the Department of Defense to the Department of Labor. **Ms. Coleman** explained that the DOL currently doesn't have the systemic capability to track those warm handovers and then be able to report back on what happened from those handovers.

The fifth recommendation is for the Department of Labor to have access to the National Directory of New Hires for tracking and outcome purposes and looking at the effectiveness of the effectiveness of the TAP program.

**Mr. Miller** discussed work he was doing in relation to recommendations 2 and 3. There's a military spouse portal that exists on the veterans.gov website that deals with licensing and credentialing in all 50 states and gives a military spouse

information about their license and credentialing in all 50 states.

Discussion followed on the importance of expanding the criteria of recommendation 1 to what the Subcommittee is looking at criteria beyond just earnings potential.

#### BARRIERS TO EMPLOYMENT SUBCOMMITTEE BRIEFING

**Ms. Lois Bethards**, American Indian Center of Arkansas, provided updates on the subcommittee's recommendations for 2018.

The first recommendation is adding Vietnam Veterans as a special veteran population under the Jobs for Veteran State Grants (JVSG) because Vietnam era vets now 60 years of age and older are still participating in the workforce, though many still face significant employment challenges. For instance, as of January 2018, there were 1.6 million World War II vets, Korean War and Vietnam-era veterans participating in the workforce, with 47,000 unemployed and actively seeking unemployment.

The second recommendation is adding military spouses who are unemployed after relocating to a new duty station as covered persons under JVSG. Studies indicated military spouses face their greatest barrier to employment not necessarily when a service member is transitioning out of the military but when the service member relocates to a new duty station.

The third recommendation is to track military spouses through TAP using flexible tracks. Very few military spouses

attend the current TAP program because they operate on a first-come/first-serve basis, the curriculum caters to service members, and doesn't offer the flexibility spouses need like childcare services. Additionally, by creating tracks for military spouses, would give them the opportunity to learn about licensing, credentialing, and apprenticeship opportunities.

The fourth recommendation is expanding access to apprenticeship programs.

Discussion followed of ways to better advertise job opportunities for military spouses under recommendation 3. **Chairman Eversole** asked the Committee if they could brainstorm ideas for recommendation 3 that would assist military spouses to find a job prior to them arriving to their new duty station.

**Mr. Gallucci** asked clarifying questions on recommendation 2 regarding the JVSG program. He felt that the Committee is sending mixed messages to military spouses because if military spouses are considered dislocated workers, LVERs can't solicit job opportunities for them the way the code's currently written and DVOPs can't provide services to them.

**Mr. Sam Shellenberger**, Deputy Assistant Secretary VETS, and **Mr. Miller** discussed the importance of apprenticeships for veterans, which is one of the top priorities for Secretary Acosta. About 500,000 individuals are currently involved in apprenticeship programs, and 300,000 of which have entered programs since January 1, 2017. The Bureau of Labor statistics

has done research about potential earnings and found that the potential earning of an individual with a high school degree is about \$37,000 a year when compared to 1) an individual with a four-year degree or business owner, which earns about \$61,000 a year or 2) an individual going through an apprenticeship program, which earns about \$60,000 a year.

#### DIRECT SERVICES SUBCOMMITTEE BRIEFING

**Mr. Gallucci** provided updates on the recommendations that the Direct Services Subcommittee for 2018.

The first recommendation is employer outreach and education on USERRA. Employers don't fully understand their responsibilities and even their rights under USERRA, and knowledge would empower them to be better stewards of their veteran workforce. Early intervention means that employers and employees have positive working relationships.

The second recommendation is in regards to utilization of employer outreach programs (such as the Job Accommodation Network) and promotion of ODEP resources to employers who employ veterans. ODEP can provide guidance and resources in a non-confrontational manner so that employers fully understand their obligations under the law and how to best serve employees with disabilities, especially veterans with disabilities.

The third recommendation is for DOL VETS to incorporate its online resources into the Department of Veterans Affairs' website to avoid confusion for veterans. Veterans navigating

for programs and services are the same audience whether it's the VA or DOL, but there's confusion in how these resources are delivered.

The fourth recommendation is to better inform employers that Local Veterans' Employment Representatives (LVERs) are a viable resource in their community. **Mr. Gallucci** noted that LVERS remain underutilized and the private sector tries to duplicate their functionality; a lot of American Job Centers will focus more on Disabled Veterans' Outreach Programs (DVOPs) over LVERs.

The fifth recommendation folded into the fourth, and asked that the Committee expand its definition of JVSG to include military spouses to help better utilize LVERs. LVERs are supposed to be out in the community identifying jobs for veterans. However, employers want to hire both veterans and military spouses. Employers will get in touch with LVERs for job opportunities for veterans; but if employers want to offer job opportunities to military spouses, they will go elsewhere.

**Mr. Gallucci** and **Mr. Miller** discussed the last recommendation, which addressed the \$50 million cap for the Homeless Veterans' Reintegration Program (HVRP) and changing the definition of "recently housed" to 60 days.

**Chairman Eversole** asked clarifying questions about how whether there is an increase or decrease in actions by the Department in terms of how USERRA is implemented. He also asked

clarifying questions how the Subcommittee's thoughts on the Hire Medallion act and Hire Vets act, and whether there are any opportunities for any suggestions related to that program as well.

BREAK

**Chairman Eversole** broke for a short recess. He instructed the Committee to reconvene in their Subcommittees after the break to discuss feedback and polish their recommendations.

#### SUBCOMMITTEE DISCUSSION/ASSIGNMENTS

**Chairman Eversole** called the meeting to order after further deliberation amongst the Subcommittees.

The Transition and Training Subcommittee brought forth its recommendations, as outlined below.

The Subcommittee made changes to the language of the first recommendation to say, "DOL should continue to improve and market the existing resources that highlight careers by occupational fields based on earning potential, projected job growth, and ease of entry."

Next, the Subcommittee combined recommendations 2 and 3 to say, "DOL should aggressively market the new spouse portal and the veterans.gov site to highlight state-specific employment and training incentives for service members, veterans and their spouses."

Next, they recommended renaming the former recommendation 4 to recommendation 3. However, the content of this recommendation is to stay the same.

Lastly, they recommended renaming the former recommendation 5 to recommendation 4. The committee also decided to add this sentence to the end of the recommendation, "DOL should have access to the National Directory of New Hires with the ability to match databases and evaluate outcomes."

Next, the Barriers to Employment Subcommittee brought forth its recommendations, as outlined below.

First, the Subcommittee felt that they need to bring in a few tech experts from their program management at UTA to sit down and help them make sure the Subcommittee is de-conflicting with some of the recommendations.

Second, the Subcommittee held a discussion on whether they should keep recommendation 3 on military spouses in TAP or let that be taken over by the Transition Subcommittee. They were told to go ahead and just keep it in, so they will move forward with that recommendation.

Third, the Subcommittee also discussed who to volunteer implementing recommendation 3, and decided to recommend **Mr. J. Michael Haynie**, Institute for Veterans and Military Families, Syracuse University, for the job.

Last, the Direct Services Subcommittee brought forth its recommendations, as outlined below.

First, the Subcommittee reviewed the second recommendation with an ODEP representative. The representative reviewed the programs that ODEP currently offers as well as MOUs and partnerships they're currently working on. By the next ACVETEO meeting, the Subcommittee wants to expand recommendation 2 by expanding it to take into consideration other ODEP resources and how those reach down to the employer community.

Next, for recommendation 5, the Subcommittee had an in-depth conversation about the JVSG program and how employers are informed of what's amiable to them. They also had in-depth discussions about companies who use AI for initial resume selection, whether LVERS are trained on how to utilize AI and whether LVERS work with employers to understand whether LVERS work with employers to understand the veteran experience when determining how their AI is going to filter for resumes. The Subcommittee is going to investigate to see how NVTI trains to that standard.

Lastly, the Subcommittee held a discussion about the level of training to differentiate between levels of service. They discussed how one's transition experience is tailored to their career progression (for example, first-term enlistee separating, a senior-enlisted, junior officer, or senior officer) and whether the Subcommittee is sufficiently addressing that at this point in time. **Mr. Ariel DeJesus**, ACVETEO, added that American

Legion is collecting data on this topic and is more than happy to share the results with the Committee.

#### CLOSING REMARKS AND ADJOURNMENT

**Mr. Green** stressed that each subcommittee needs to hold a meeting in by August 31, 2018. Each subcommittee needs to contact their VETS liaison to organize the meeting, which can be done via teleconference. That meeting should be used to work with committee members who were absent from the July 31, 2018 meeting to go over the status of these recommendations to start fine-tuning them before the next in-person meeting on September 20, 2018.

**Chairman Eversole** also stressed the importance of fine-tuning the recommendations by the September 20, 2018 meeting because the Committee is in the process of drafting its annual report. He reminded the Committee that they need to submit their nominations to **Mr. Green** no later than September 28, 2018.

The **Chairman** and **Mr. Green** both informed the Committee that if any of the Committee members has recommendations regarding any topics of interest to be covered in the September 20, 2018 meeting -- whether it be a more in-depth briefing on USERRA, the Hire Vets Act, etc. -- to contact either of them no later than August 13, 2018 to be able to coordinate and have that put in the Federal Register notice.

The meeting adjourned at 12:45 p.m.